Equal Rights

VOL. XIV, No. 29
FIVE CENTS

SATURDAY,
AUGUST 27, 1927

Belle Bortin Ruppa

Chairman of the Milwaukee Committee of the National Woman's Party, and Attorney Handling Wisconsin's New Fight for Equal Rights.

LIBRARY
SEP
25
HISTORICAL DIVISION

Feminist Notes

Women Realtors Against Sex Distinctions

WHEN two hundred women realtors held their first national conference in Seattle, Washington, on August 12, they decided not to form a separate organization of women realtors, but to remain in the National Association of Real Estate Boards.

"I am certainly opposed to a separate organization for woman realtors," declared Hazel M. Grant of Pasadena, national chairman of the women's conference. "I feel that this division would make the breach wide, the distinction great between men and women realtors, and thus emphasize the sex distinction which we are trying to overcome."

Ruby Lee Minar of Washington, D. C., said to be the only woman in the world to handle a property subdivision of the magnitude of $3,000,000, also protested against any separate organization for women realtors.

Mrs. Minar is a founder of the National Woman's Party.

British Suffrage Demonstration

THE Equal Political Rights Campaign Committee of England held a demonstration in Trafalgar Square on July 16 for the vote on equal terms with men and for the right of peeresses in their own right to sit and vote in the House of Lords.

There were three platforms, presided over by Lady Rhondda, Miss Froud, and Anna Munro. Dame Millicent Fawcett sat almost directly under the beautiful banner of the National Union of Societies for Women's Suffrage. She and Mrs. Despard were presented with flowers in the colors of their respective organizations by Miss Woodward, an officer of the "Young Suffragists." Representatives of many women's societies supported the two resolutions, one of which asked for the speedy fulfillment of the Prime Minister's promise of equality in the franchise in time for women to vote on equal terms with men in the next general elections. And the other demanded the right of peeresses to sit and vote in the House of Lords. Mrs. Despard, who has just celebrated her eighty-third birthday, spoke with vigor on behalf of the voteless young women.

Other speakers included Frank Briant, M. P., Emmeline Pethick-Lawrence, Lady Balfour of Burleigh, Elizabeth Macadam, Helen Fraser, Chrystal Macmillan, Mrs. Abbott, and Mrs. Hubback. A good-sized crowd collected and in spite of the inevitable difficulty of hearing the speeches remained solid and obviously interested until after the resolutions were voted on.

Women in Railroad Work

THE rapid advance that women have made numerically into railroading during the past seven years is signalized in figures published in the *Illinois Central Magazine.* It reports that in this period the number of women employed on Class I steam railroads has increased more than 50 per cent. They now constitute one-thirtieth of the total average staff. Their number in 1926 is given as 61,302.

Women were employed in almost every branch of railway service last year, including two in train operation and 290 in shopwork, but the most numerous class was that engaged in clerical and semi-clerical occupations, accounting for 51,127, the magazine reports. The next largest class in 1926 was that employed in cleaning, namely, 3,332; other large figures being "personal service" (waitresses, laundresses, *et cetera,* 1,814; and telegraph and telephone operators, 1,427.

For Equal Responsibilities

GEORGIA'S only woman legislator, Bessie Kempton of Fulton County, opposed in the House of Representatives, the exemption of Georgia women from poll tax, and attempted to amend the general tax act so as to dissolve that exemption.

The present act requires women to pay a poll tax only when they vote, allowing them to remove their name from registration lists at will, thus avoiding liability for the tax. Miss Kempton's amendment would force them to pay poll taxes regularly, whether voting or not, just as do male citizens. Her amendment was, however, defeated.

Women Candidates

MINNIE FISHER CUNNINGHAM of Texas, who has been directing a summer school of politics for Democratic women in Washington, is expected to announce soon her candidacy for a seat in the Senate, and Ruth Pratt, New York's first woman member of the Board of Alderman, will probably be a candidate for Congress in 1928.

Woman Leads Greek Lawyers

MARIE TSIMBOURAKI, 22, headed the list of 165 participating in the examination to practice as Doctor of Law in Greece.

The Feminists are celebrating the victory.

Turkey Sends Woman Delegate

TURKEY'S delegate to the convention of anti-alcohol societies held at Winona Lake, Indiana, recently, was a woman, Safie Hussein Bey.

Hawaii's Woman Customs Official

JEANETTE HYDE recently completed her second year as the only woman collector of customs in an outpost of the United States Government. As Collector of Customs of the Port of Honolulu, appointed by the President two years ago, Mrs. Hyde handles duties averaging more than $1,750,000 annually. Equalization of the hours of work, the provision of cheaper uniforms, the enforcement of the merit system in promotions, and economy and efficiency in the administration of her office are the outstanding improvements of her regime, she believes.

In the period from April 21, 1925, when Mrs. Hyde began her duties, to April 30, 1927, the collections of the Hawaiian customs district amounted to $3,635,256.92. Narcotics valued at $40,000 and liquor valued at $12,000 were seized. The disbursements of the office for the same period amounted to $328,491.69.

Put more simply, the cost of collecting $1 from April 22, 1926, to April 30, 1927, was 9 cents. Such is the record of Mrs. Hyde's office from its financial viewpoint.

For Industrial Equality

THE following paragraph comes by way of *Hertha,* Swedish women's magazine, which in its June issue carries a letter from Anna Kleman concerning the recent meeting in Geneva of the executive committee of the International Council of Women. A feature of the meeting was an address by Albert Thomas, director of the International Labor Bureau, which is characterized as particularly stirring. The writer says:

"Even the Scandinavian women had to applaud M. Thomas for his speech—on special protective legislation for women! It was, however, not only by Betzy Kjelsberg, representing us Feminist Scandinavians, but also by his own country-woman, Advocate Marie Verone, that objections were afterwards made."

Fru Kjelsberg and Mme. Verone are members of the International Advisory Council of the National Woman's Party.

British Doctors for Equality

THE British Medical Association, on the motion of Dr. Farmer, passed on July 18 a resolution deprecating the action of local authorities who dismiss women doctors on their marriage, and reaffirming their policy of equality of pay and status for medical men and women. During the debate it was pointed out that in a recent case the doctor concerned had given up a post in London to go to Durham and that no warning had been given her that she would lose her appointment if she married.

Wisconsin's New Fight For Equal Rights

THE need for the Federal Amendment granting Equal Rights to men and women has recently been brought out by the situation in Wisconsin.

Long has Section 13.14 of the Wisconsin statutes, which reads in part, as follows: "Legislative employees: (1) Male persons only shall be employed," been a source of grievance and worry to the women of Wisconsin.

These positions prohibited to women include stenographers, proofreaders, postmasters, recording clerks, and messengers. They are open at every session of the Legislature. Incidentally, they are well-paid positions.

Since 1905, when the above quoted law was passed, women have never been employed in any such capacities at the Legislature.

Then in 1921, you recall, Wisconsin passed the Equal Rights law, which reads: "(1) Women shall have the same rights and privileges under the law as men in the exercise of suffrage, * * * and all other respects. * * * Various courts, executive and administrative officers shall construe the statutes where the masculine gender is used to include the feminine gender *unless such construction will deny to females the special protection and privileges which they now enjoy for the general welfare.*" And so women thought all had been done to insure equality for them before the law.

The Civil Service Commission at the last session of the Legislature believed, as plaintiff in a test case now pending maintains, that this Equal Rights law wipes out the former law which discriminates against women. So the commission certified women's names on the eligible list of candidates for the position of stenographers in the Legislature.

These women stood very high in rating; in fact, headed the list of candidates.

The Legislature's appointing clerk disregarded the women on the list, discriminated against them, and went *outside of the eligible list* and appointed a man to the position of stenographer, which the plaintiff in the test case, Mabel D. Holt, contends was contrary to law, since he is supposed to choose only eligible candidates certified by Civil Service.

The plaintiff, who was one of the women candidates for the position, therefore started an injunction suit challenging the validity of the appointment because it was contrary to the law.

The defendants set up that the appointment of the three men stenographers whom Wisconsin women attacked, was all right! For the reason that women do not count! If that is true they did not receive enough names from which to make their selection and were justified in going outside of Civil Service rules and eligibles offered to select men, even if inferior.

So the question simmers down to whether the Equal Rights law abrogates the section prohibiting the employment of women.

Plaintiff contends in the first place such a law is unconstitutional. (We all know that if such similar law were passed affecting man, its constitutionality would be attacked and sustained.) Maybe they will bring up the ancient argument that we are not persons, and a commission will again be appointed to determine whether women have souls.

The former attorney general of Wisconsin rendered an opinion in January, 1923, that the "Unseasonable hours of labor would forbid such law (13.14) from being changed," (referring to the provision of the Equal Rights law exempting "protective legislation"). He probably means the 8-hour labor law in effect against women in Wisconsin. We can gather from the argument presented by the plaintiff's attorney, Belle Bortin Ruppa, at the hearing held at Madison, that the 8-hour law does not apply to women in the State government.

The only argument left and the true one used at the hearing, although Mrs. Ruppa maintained it could not even be raised to the dignity of a legal argument, was the one presented by the attorney general, that this was a moral question and a "special privilege women enjoy for the general welfare." The argument depends on the fact that because some few days a year a few women will have to work after 6 P. M., all such women will, upon the stroke of 6, at once cease to become moral, and all will turn into loose women and mislead innocent men. Just as if morality and character depended upon a clock, or a job, and not upon the person at all!

Mrs. Ruppa argued at the hearing that it was a peculiar fact that women could sit in the Senate and Assembly at all unseasonable hours, as they do in other States, yet they cannot serve the State as employees. Does it not look like monopoly for men on certain good jobs?

The request for the injunction to prevent the three men from receiving their pay under their illegal appointments was denied by the Judge of Dane County.

Mrs. Holt, however, is appealing from the order denying the injunction to the Supreme Court of Wisconsin.

From the great interest manifested in this case, it is safe to say that if the decision is adverse to the plaintiff, legislation will be attempted to correct this injustice to women, which is written so plainly in Section 13.14. This great expense and time required by such procedure is another reason why we should have the simple words of the Lucretia Mott Amendment as a part of the fundamental law of the land.

Wisconsin is the only State in the Union that has an Equal Rights law, and they have Equal Rights in Wisconsin—but have they?

This question was asked by a conservative paper, the Milwaukee *Journal,* in an editorial called, "What? Equal Rights?" The editorial follows:

"Women of Wisconsin, resting secure under the Equal Rights law which was passed by the 1921 Legislature and which Governor Blaine signed with a flourish, have had their little jolt. That law gave them the same privileges men have, including 'freedom of contract, choice of residence for voting purposes, jury service, holding office, holding and conveying property, care and custody of children, and in all other respects.' It was their bill of rights, the sunrise of a new day. Under Section 6.015 they had at last stepped to equality. But now, behold, somebody digs up Section 13.14, concerning the hiring of legislative employees, and that section says: 'Male persons only shall be employed.' That's where the jolt comes in.

"Many years ago the Legislature enacted that provision, presumably at the behest of bachelor senators and assemblymen to protect them from the wiles of fair clerks. It remained on the books even while the 1921 session was enacting the Equal Rights law, and now a judge, in a test case, holds that it means just what it says. Women—equal in all things with men—are barred from the legislative payroll. But we're sure that the 'care and custody of children' clause would stand the test of the courts.

"The ladies, this year, sensing trouble ahead, tried to get that statute regarding the hiring of legislative employees removed. The gallant senators nodded assent, but the assemblymen refused to pass the bill. They're younger. They feared that they couldn't keep their eyes on their work.

"No doubt the ladies will not rest until the offending law is removed. They want, and they are going to have, the privilege of whisking their pencils and chewing their gum with the best of men clerks. And why shouldn't they? If any assemblyman thinks he cannot look into a pair of feminine eyes without forgetting his State, he'd better stay closer to his fireside."

Equal Rights

OFFICIAL ORGAN
of the
National Woman's Party
Capitol Hill
Washington, D. C.
Phone, Lincoln 1366
Published Weekly
at 19 West Chase Street
Baltimore, Md.
Phone, Vernon 3279

Edith Houghton Hooker . . . Editor
Dora G. Ogle . . . Business Manager
Ruby A. Black . . . Managing Editor

Associate Editors:

Nina E. Allender
Zoe Beckley
Ruby A. Black
Elaine Sterne Carrington
Lucia Chamberlain
Mabel Potter Daggett
Phyllis Duganne
Crystal Eastman
Ernestine Evans
Rose Feld
Zona Gale
Helen Davenport Gibbons
Rebecca Hourwich
Ruth Hale
Inez Haynes Irwin
Ada Davenport Kendall
Katherine Leckie
Hazel MacKaye
Edna St. Vincent Millay
Ruth Pickering
Alice Rohe
Maryse Rutledge
Miriam Finn Scott
Doris Stevens
Sophie Treadwell
Brenda Ueland
Mary Winsor

Entered as second-class matter at Postoffice, Baltimore, Md., under Act March 3, 1879.

Subscription, $2.00 a Year
Foreign Subscription, $2.50

OFFICERS OF THE WOMAN'S PARTY

President, Mrs. O. H. P. Belmont, N. Y.
Chairman National Council, Jane Norman Smith, N. Y.
Advisory Chairman, Alice Paul, N. J.
Vice-Chairmen,
Gail Laughlin, Me.
Florence Bayard Hilles, Del.
Anita Pollitzer, S. C.
Secretary, Margaret Lambie, D. C.
Treasurer, Emma Wold, Ore.
Parliamentarian, Emma C. Fox, Mich.

Edith Ainge, N. Y.
Anne Archbold, Me.
Laura Berrien, D. C.
Florence B. Boeckel, D. C.
Mrs. John W. Brannan, N. Y.
Mrs. Isaac H. Dixon, Md.
Zona Gale, Wis.
Sara Grogan, Ga.
Inez Haynes Irwin, N. Y.
Edith Houghton Hooker, Md.
Elizabeth T. Kent, Cal.
Mrs. Lawrence Lewis, Pa.
Mrs. John C. Martin, Pa.
Burnita S. Matthews, Miss.
Sophie G. Meredith, Va.
Sarah Pell, N. Y.
Dr. Caroline E. Spencer, Colo.
Doris Stevens, N. Y.
Mabel Vernon, Del.
Evelyn Wainright, D. C.
Margaret Whittemore, Calif.
Mrs. Harvey Wiley, D. C.
Mrs. Valentine Winters, Ohio
Maud Younger, Calif.

MEMBERSHIP OF THE WOMAN'S PARTY

Annual Dues	$10.00
Associate Members	$1.00
Subscribing Members	$3.00
Founders	$100.00
Life Members	$1,000.00
Endowers	$5,000.00
Sustainers	$5,000.00

OBJECT OF THE WOMAN'S PARTY

The object of this organization shall be to secure for women complete equality with men under the law and in all human relationships.

THE LUCRETIA MOTT AMENDMENT

"Men and women shall have Equal Rights throughout the United States and every place subject to its jurisdiction."

"Congress shall have power to enforce this article by appropriate legislation."

[Senate Joint Resolution Number 11.
House Joint Resolution Number 81.

Introduced in the Senate, December 8, 1925, by Senator Charles E. Curtis.
Introduced in the House of Representatives, December 16, 1925, by Representative D. R. Anthony.

We Commend the B. & O.

WE are glad to commend to our readers and to all people everywhere who believe in Equal Rights between men and women the action of the Baltimore & Ohio Railroad Company and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees in eliminating its rule against the employment of married women.

The National Woman's Party holds that a woman's marriage should no more be a bar to her gainful employment in any trade, business, or profession than a man's marriage is to his employment. Consequently, we protested, both publicly and in conference with representatives of the railroad and the union, when this rule was put into effect.

Now that the agreement is abrogated, and a new agreement written which contains no discriminations against women, we take this opportunity to recommend a railroad which is fair to women, whether married or unmarried, and has at various times broken precedents by placing women in positions not hitherto held by them on railroads.

The new agreement made by the railroad and its employees proves the strength of the united forces of women. The protests made by Feminists and business and professional women demonstrated to the railroad that it is not a paying policy to place women in a different status from that of men. It demonstrated to the union, so one of its members says, that "as soon as women learn they are not getting a square deal, they will not join the union."

It is, we feel, a wholesome thing to have demonstrated in a specific case the strength of women united to obtain justice, and to have made clear to the public, to employers, and to a labor union, that women demand Equal Rights in the economic world.

Our wish for the Baltimore & Ohio in the future is that its new policy of justice and Equal Rights will win for it far-reaching support, and our wish for organized women is that with each new victory they will redouble their efforts in combatting injustice and inequality in the business world wherever they find it.

The New Woman in an Old World

DR. CLELIA DUEL MOSHER, in her book reviewed in this issue, points out that the "splendid modern woman, with her sound and perfectly functioning body, her trained mind, * * * does not recognize that being a woman is a handicap unless she is made conscious of some of the economic barriers raised against her by the traditional view of her weakness and incapacity."

This is the fact that has made Feminists out of most of the younger women who have joined the ranks of those seeking to wipe out all economic barriers blockading the path of women.

The young woman who has gone to a co-educational university has studied and played, and often earned her living even while completing her university work with honor, alongside her brother. She has found it as easy for her to combine all these interests and achievements as it is for the men with whom she has worked and played. She has not yet learned that being a woman is a handicap.

Then she goes out to look for a job, or to build up a profession. The bewildering truth that the traditional incapacity of women hampers her progress, in spite of all the facts she can muster, is cruelly forced upon her. Everywhere she finds laws, prejudices, and practices based upon a traditional theory which she knows to be false.

She finds that the world is not ready for that kind of woman. It may be ready, in some cases, to give her equal work and equal responsibilities, although she sometimes has to fight for even the chance to do equal work. The world today is only in rare cases ready to give her equal pay, equal opportunities for advancement, equal status with that of her brother or her husband.

She soon realizes that she alone cannot remake the world into a fair and just place for her to work in. That is when she becomes a Feminist—when she knows that she must unite with other women to destroy forever the barriers which have stopped or delayed her progress.

It is to make this old world a fit place for the new woman to achieve her best development, her best work, and her fullest happiness, that the National Woman's Party exists.

"Being a Woman Is Not a Handicap"

By Ruby A. Black

A review of "Personal Hygiene for Women," by Clelia Duel Mosher, M.D. (Stanford University Press, 1927. $1.50.)

THIRTY-FOUR years of watching closely the health of young university women, and of studying women's distinctive functions form the basis for Dr. Mosher's conclusion that woman's "traditional incapacity and the physical weakness supposed to be inherent in her sex have been shown to be due not to sex but to other and removable causes."

It is a comfort and a stimulus to the energetic and the active to learn that there is no necessity for a woman to be an invalid one week out of four, but, as Dr. Mosher occasionally found in her work at Leland Stanford University, there are women loathe to give up their traditional weakness, unready to part with the privilege of cutting classes and being absent from work a day or two out of every twenty-eight days, just as there are women too inert to want the life of the world based on Equal Rights and equal responsibilities.

In her introduction, Dr. Mosher says:

> "The present stirring times demand women at maximum capacity for work every day in the month—fit for work at any time; and as increased knowledge demonstrates that their perodic incapacity may be laid aside, the world recognizes that women may be racially fit and at the same time economically efficient."

It is this fact the Reformers and other anti-Feminists have always denied. Economic efficiency, economic equality, they have always maintained, made women unfit to be good mothers capable of bearing healthy children.

The "modest clothing" of the past, with its tight corsets, numerous and heavy skirts, unsuitable shoes, and other features hampering the natural and healthful freedom and exercise of the body, together with the disastrous psychology of women's weakness, are blamed by Dr. Mosher for most of the ills formerly attendant upon menstruation.

In 1892, Dr. Mosher relates, every physiology still taught that women breathed costally, while men breathed abdominally. This costal respiration of women was believed to be a provision for gestation. Since that time it has been scientifically proved that there is naturally no difference between the respiration of men and that of women, and that gestation interferes less with respiration than is generally believed.

This costal breathing of women has been partly responsible for dysmenorrhea (painful menstruation) and other periodic ills of women. It was caused by the constricting type of clothing formerly worn by women. It resulted in weakened abdominal muscles, thus contributing to excessive pelvic congestion at menstruation time, causing pains.

The following causes of painful menstruation—all but one of them removable, and it capable of being counteracted—are given by Dr. Mosher: (1) The upright position; (2) alteration of the normal type of respiration by disuse of the diaphragm and of the abdominal muscles; (3) the lack of general muscular development; (4) inactivity during the menstrual period; (5) psychic influences.

BEFORE beginning her discussion of menstruation and the means of overcoming the handicaps it has brought to women, Dr. Mosher says:

"What I am about to say in regard to the function of menstruation is based upon the study of more than 2,000 women during 12,000 menstrual periods. The observations and work in the psysiologic and hygiene laboratories have extended over a period of thirty-four years. May I ask you, therefore, to discard all your preconceived ideas, your sex traditions, and your individual experience, and consider judicially the statements I am about to present? The best-developed women who have come under my observation have a period of not more than two to three days, free from pain, and in many cases are at their maximum efficiency every day in the month. Others, who have had prolonged periods and more or less pain, have, in the majority of cases, found that this condition can be readily remedied."

Dr. Mosher's remedies for painful menstruation, where no organic disease or malformation is found, consist of exercises, which she describes in detail, for strengthening the abdominal muscles and correcting wrong breathing habits, and of diet and exercises to prevent constipation.

She describes statistically the results of experiments she and other physicians and nurses made in using these methods for eliminating the pain from menstruation, and ascribes the results to four things: (1) The overcoming of the effect of gravity on the circulation in the upright posture by the restoration of the tone and action of the abdominal muscles and diaphragm; (2) the proper support, in their normal position, of the abdominal organs by strengthened abdominal muscles; (3) the correction of constipation by the massage of the intestines brought about through the descent of the diaphragm and the contraction of the abdominal muscles; (4) the doing away with the idea that menstruation is an illness, thus eliminating fear and worry.

Discussing the change in clothing habits and psychology, Dr. Mosher points out that among the women studied in 1893-96 the proportion having pain and discomfort of a severe type and of relatively long duration was much greater than it was among the women studied in 1910-14. In 1893-96, she reminds us, women wore skirts averaging 13.5 feet in width around the bottom, with many underskirts, hanging from a waist restricted to wasp-like proportions. The weight of the outside skirt alone was greater, in most cases, than all the clothing worn by the modern girl. In the earlier group studied, 19 per cent. were free from menstrual pains, while in the later group, 68 per cent. were free from pain. An excessively narrow skirt, restricting the movements of the legs, or an excessively short one, affording insufficient protection from the cold, is also considered unhealthful by Dr. Mosher.

An elastic band for stocking support from the waist, or a tight bloomer-band around the waist may likewise be harmful — anything which leaves a red line around the waist, after the garment is removed. And any of these tight garments are likely to cause a deposit of fat, which all women seek to avoid.

Exercise, suitable clothes, the proper diet, and the intelligent attitude—in other words, the simple and inexpensive precautions necessary for general good health —are the essential items in eliminating women's traditional handicap.

"THE first step in the physical regeneration of women is to alter their habits of mind in regard to bodily functions," Dr. Mosher declares. "Many women still accept periodic disability as inevitable. The terms 'sick time,' 'unwell,' *et cetera,* for the function of menstruation, and the mental acceptance of disability are so firmly fixed that it is difficult to get a woman even to try to be well, however simple the method of relief offered to her."

As an example of the fixation of the idea of sickness in connection with this bodily function, and even more strikingly of the determination of lazy women to use this traditional handicap as an excuse to avoid work, Dr. Mosher tells of the girl who refused to take the simple exercises she recommended, saying, "My mother has always stayed in bed every month, and I mean to, too."

Every woman who goes to college knows how she or her classmates take this excuse to avoid going to classes one or two days a month (though rarely to avoid going to dances).

"The number of these absences (from class or work) would be greatly decreased if women realized the economic handicap

they are helping to perpetuate. Equal pay for women means equal work; unnecessary menstrual absences mean less than full work," Dr. Mosher comments.

Further, she says:

"If every young girl were taught that menstruation is not normally a 'bad time' and that pain or incapacity at that period is as discreditable and unnecessary as bad breath due to decaying teeth, we might almost look for a revolution in the physical life of women."

As an example of what the mental attitude can do, Dr. Mosher says:

"From the moment a girl hears of it, she is taught, as we have seen, to regard it as a periodic illness. The terms 'sick time' and 'being unwell' have long been grafted into our ordinary speech. The result upon the mind of constantly anticipated misery can scarcely be measured. Imagine what would be the effect on the function of digestion if from childhood everyone were taught to refer to it as a sick time. After each meal every sensation would be exaggerated, and nervous dread would presently result in a real condition of nervous indigestion, a functional disturbance. It is said that it is possible to make a man ill by simply having a number of people tell him how ill he looks."

THE same psychic condition, combined with a loss of considerable the cessation of considerable of the activities of the housewife and mother at that time, is largely accountable for the ills frequently attendant upon the menopause, Dr. Mosher believes. She thinks that the fact that the children are growing up and leaving home, with the mother's hands more or less empty—at least, her life much less occupied than formerly—has much to do with the suffering of women at the climacteric. She says that women's interest in public life through the vote has done much to prevent some of the sufferings of the "change of life," and further declares that the classes of women who escape suffering at that time are women who are busy and useful. One prominent woman physician in the Eastern United States has declared that not a single woman physician of her acquaintance had ever "gone to pieces" at the change of life.

"Among a considerable number of women who are teachers or authors or (in some cases) have carried the burden of being the mother of a family while occupying a salaried position throughout the menopause," Dr. Mosher says, "not one has had to quit work for this cause, while four have certified that the research work which has brought them distinction was done without any inconvenience whatever during the years of this functional change."

Inactivity, the lack of interesting work to do, and the expectation of mental or physical disorders are responsible for most suffering at the climacteric, just as similar loss of activity and interest often causes men who retire at middle life to be less healthy than they were while working hard, Dr. Mosher is convinced.

In fact, so keenly does Dr. Mosher believe that outside interests help stabilize and sustain women at this time that she refers to "the menace of the unoccupied middle-aged woman." It is these unoccupied middle-aged women, she says, who indulge in dangerous fads, and waste time and money in doctors' treatments and sanatoriums.

Dr. Mosher's book ends with chapters on Hygiene and Habits," "Health and Beauty," and "The Rewards of Physical Fitness." It is good to note that beauty has become a consideration, an aim to be sought, as well as health. In this connection, Dr. Mosher warns against the beauty-destroying tight brassiere which she holds responsible for many pendulous breasts in the young, and against graceless carriage and wrong postures caused by certain forms of work.

Dr. Mosher mentions the economic handicaps which result from the generally accepted idea of women's weakness and periodic illness, out of which, of course, virtually all "protective" legislation is supposed to come. At least, it is woman's health that is given by the Reformers as the reasons for such laws limiting the economic opportunity of women.

But all this is gradually changing. The college woman has made herself one and two-tenths inches taller today than her predecessors were thirty years ago. She has improved her health. She wears more sensible and healthful clothes.

"THE splendid modern woman, with her sound and perfectly functioning body, her trained mind, is beginning to have the freedom to express her genius in whatsoever form she chooses. She does not recognize that being a woman is a handicap unless she is made conscious of some of the economic barriers raised against her by the traditional view of her weakness and incapacity," Dr. Mosher declares.

That is the difficulty the modern woman faces. She has made herself ready for Equal Rights and equal responsibilities before the world has been prepared to receive her as healthy, self-reliant, independent, capable of meeting the demands of busy and stirring times.

B. & O. Abolishes Discrimination Against Married Women

THE Baltimore & Ohio Railroad, in publishing a new edition of its agreement with the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, has eliminated the rule prohibiting married women from working as clerks for the railroad.

The history of such regulations on the Baltimore & Ohio dates back to April 1, 1923, when, according to the printed agreement, the following rule was put into effect:

> "(a) Any female employee getting married will at once resign from the service and will be relieved as promptly as conditions will permit. If there are extenuating circumstances that warrant the retention of such employees in the service, it will be by mutual agreement between the management and the duly accredited representatives of the employees.

"INTERPRETATIONS"

> "(b) In the reduction of forces, the heads of families or others supporting dependents may be retained in the service in preference to married women, senior in the service, whose husbands are working for this company or elsewhere, provided it is mutually agreed between the management and the duly accredited representatives of the employees."

Then, the following alterations of this rule were negotiated in conference, effective June 16, 1925:

> "(a) Any female employee getting married will at once resign from the service and will be relieved as promptly as conditions will permit. If there are extenuating circumstances that warrant the retention of such employees in the service, it will be by mutual agreement between the management and the duly accredited representatives of the employees.
>
> "(b) Any female employee who is married, and whose husband is working, will resign from the service on or before January 1, 1926. If there are extenuating circumstances that warrant the retention of such employees in the service, it will be by mutual agreement between the management and the duly accredited representatives of the employees."

This interpretation, according to the printed agreement, was made "in order to obviate complaints that have arisen in the strict application of seniority rules and to give preference in employment to

those having the responsibility of families or dependents."

The new interpretation was printed on a leaf with mucilage on the back, and distributed among employers and employees for them to paste in their little red book containing the agreement between the management and the union.

At this time, publicity was given in the press to the rule that the Baltimore & Ohio would neither hire nor retain on its force any married women after January 1, 1926.

As soon as the National Woman's Party learned of this rule it protested to the Baltimore & Ohio Railroad and to the union, carrying out that portion of its "Declaration of Principles," which reads:

> "That women shall no longer be discriminated against in the economic world because of marriage, but shall have the same treatment in the economic world after marriage as have men."

Conferences were held between members of the National Woman's Party, the Baltimore & Ohio management, and representatives of the union of clerks. Many women who had always preferred the Baltimore & Ohio began to use other roads, and to tell the management of the Baltimore & Ohio why they were doing so. Members of the various business and professional women's clubs throughout the country also protested to the Baltimore & Ohio against their rule barring married women.

As far back as May, 1926, Daniel Willard, president of the Baltimore & Ohio Railroad Company, wrote to some of these women that, while the rule had not been canceled by agreement between the management and the union, it "was in effect abrogated some weeks ago."

On May 10, 1927, Mr. Willard wrote that the agreement had "not been effective for many months," and arrangements had been made "to have our printed schedule which contained the objectionable paragraph rewritten and the paragraph concerning married women left out."

EQUAL RIGHTS, having learned that the agreement has been reprinted, is more than glad to make known the fact that the Baltimore & Ohio Railroad no longer discriminates against women clerks because of marriage.

The Baltimore & Ohio Railroad has been in a sense a pioneer in opening railroad positions to women in the past, and has advanced well qualified women to rather important positions in its service. For this reason, the National Woman's Party is particularly glad to know and to announce that its agreement with its employees contains no discriminations against women.

English Women's Organizations and "Protective Legislation"

THE Consultative Committee of Women's Organizations (England), which has fifty-seven constituent societies and a few individuals as members, at its sixth annual meeting adopted a resolution strongly favoring equality in industrial legislation, and opposing "protective" legislation.

The resolution, moved by Lady Rhondda on behalf of the Six Point Group, read:

> *"Resolved,* That, in view of the statements made on June 5 by Miss Margaret Bondfield, as advisor to the British delegate to the International Labor Conference, on the subject of protective legislation for women, which gave a misleading impression of the attitude of British non-party women's organizations, the undersigned members of the Consultative Committee of Women's Organizations desire to reaffirm that they adhere to the principle of equality, that they have never modified their adherence, and that they remain convinced that the best protection for the woman worker is the best protection for the man worker, and that the worst protection is special — so-called protective—legislation."

A large number of the constituent societies signed this resolution, including the British Federation of University Women, the Six Point Group, the National Union of Women Teachers, and the National Union of Societies for Equal Citizenship.

Feminist subjects taken up by the committee during the last year included: The factory bill, which contained inequalities in industrial legislation; the legitimacy bill; the lead paint (protection against poisoning) bill, which practically excludes women from the painting industry; the women jurors bill; the married women's employment bill; the amendment to the lead paint bill, which would have equalized the status of women under the bill; equal pay in the Civil Service; the need for more women sanitary inspectors; the need for more women candidates for Parliament; the amendment of the law regarding testamentary disposition of property, to equalize the rights of women in this respect; and equal franchise.

Doris Stevens, vice-president of the National Woman's Party, debated the question: *"Resolved,* That protective legislation for women is not desirable," with Ellen Wilkinson, M. P., before the committee in January, with Mrs. Abbot of the Open Door Council supporting Miss Stevens, and Miss Manicom of the Workers' Union supporting Miss Wilkinson. Lady Astor, M. P., president of the committee, and Dame Adelaide Anderson participated in the debate.

This committee hereafter will meet at Viscountess Astor's home each year on the eve of the opening of Parliament, will hold its annual meeting soon after the opening of Parliament, and will hold at least one other meeting every year with occasional meetings at Viscountess Astor's frequent social meetings at her home.

The objects of the committee are stated as follows:

> "(i) To collect and communicate information of mutual interest respecting the activities of the constitutent societies or the political situation generally.
>
> "(ii) To consult together on questions of policy and methods of action.
>
> "(iii) To recommend action to its constituent bodies to be carried out by them jointly or severally.
>
> "The aim of the committee is twofold: To provide a center which shall serve as a clearinghouse of ideas; and to maintain a piece of machinery by which different groups of societies can act together for a particular purpose without involving a dissenting society."

Like the American Committee for Joint Congressional Action, the Consultative Committee of Women's Organizations provides for uniting the forces of several societies working for one object, without requiring the whole committee to agree on any particular question.

The constituent societies holding membership in the Consultative Committee of Women's Organizations are:

Actresses' Franchise League;
Association for Assistant Mistresses;
Association for Moral and Social Hygiene;
Association for Women Clerks and Secretaries;
Association of Women House-Property Managers;
Baptist Women's League;
British Federation of University Women;
British Legion (Women's Section);
British Social Hygiene Council;
Catholic Women's League;

Chartered Society of Massage and Medical Gymnastics;
College of Nursing;
Committee of Social Progress;
Efficiency Club;
Electrical Association for Women;
Fabian Women's Group;
Federation of Women Civil Servants;
Food Education Society;
Free Church Women's Council;
Jewish Association for the Protection of Women and Girls;
Joint Parliamentary Advisory Council;
League of the Church Militant;
L. C. C. of Women Teachers' Union;
National Adult School Union (Women's Section);
National Association of Local Government Officers;
National British Women's Total Abstinence Union;
National Council for the Unmarried Mother and Her Child;
National Council of Women;
National Sisterhood Council;
National Housing and Town Planning Council;
National Union of Societies for Equal Citizenship;
National Union of Teachers (Women's Section);
National Union of Women Teachers;
National Women Citizens' Association;
Open Door Council;
Professional and Social Workers' Approved Society;
Professional Union of Trained Nurses;
Royal British Nurses' Association;
Royal Society for the Prevention of Cruelty to Animals;
St. Joan's Social and Political Alliance;
Six Point Group;
Social Institutes for Women and Girls;
Temperance Legislation League (Women's Section);
Time and Tide Publishing Co.;
Women Sanitary Inspectors' and Health Visitors' Association;
Women's Auxiliary Service;
Women's Committee on "Oxford Liquor" (Popular Control) Bill;
Women's Election Committee;
Women's Engineering Society;
Women's Freedom League;
Women's Guild of Empire;
Women's International League;
Women's League of the London Congregational Union;
Women's National Liberal Federation;
Women's Temperance Group of the Wesleyan Methodist Church;
Women's Unionist Organization;
Young Women Christian Association.

The officers of the committee, elected at the annual meeting, are Lady Astor, M. P., president; Mrs. Wintringham, vice-president; Lady Galway, chairman; Miss Froud, vice-chairman; Mrs. de l'Hopital, treasurer, with the following as the combined general purposes sub-committee: Helen Archdale, Dorothy Evans, Miss Froud, Miss Haslett, Mrs. Hubback, Miss Lawrence, J. P., Miss Williams, Mrs. Dalton, F. R. G. S., Dr. Elizabeth Knight, Miss Perry, Mrs. Pollard, Miss Smyth, Miss Underwood, and Miss West.

Press Comment

America's Woman's Party

From Opportunity, Official Organ of the Federation of Women Civil Servants (England), July, 1927.

THIS month at Colorado Springs the National Woman's Party of America held a convention to decide in what way it might be possible to achieve an international organization of women "to bring about Equal Rights between men and women throughout the world." Representatives from many countries attended, and amongst those from Great Britain was Dorothy Elizabeth Evans, at one time an organizer of our Federation. She represented the N. U. W. T. and the Six Point Group, and carried letters from the Women's Freedom League and from us. Ours was as follows:

"The Federation of Women Civil Servants sends fraternal greetings from England to their American colleagues now met in conference at Colorado.

"As a pioneer society of women State servants who, after years of struggle, have made some small progress towards equality between the sexes in this country, they offer their most sincere wishes for the success of the convention and hope that it may result in an international effort towards freedom for women which may ultimately effect a world-wide removal of all sex barriers artificially created."

It will be remembered that there are already two very successful groups of women's societies allied in international organization: The International Council of Women, and the International Alliance of Women for Suffrage and Equal Citizenship, but the international co-operation of Feminists under the very able leadership of Miss Alice Paul will prove, we think, to be something quite new and at the same time a force to be reckoned with.

News from the Field

Colorado Honors Mrs. Shoup

THE State Committee of the National Woman's Party passed a resolution on August 1 declaring that in the death of Mrs. Oliver H. Shoup, who was a member of the Colorado State Committee, a founder and life member of the party, the organization has sustained a great loss.

"Mrs. Shoup," said the resolution which was signed by Lillian H. Kerr, State vice-chairman, in the absence of Bertha W. Fowler, State chairman, "was a sincere believer in the cause of Equal Rights, and was ever ready with influence and money to advance the position of women toward equality with men before the law and in custom."

Mrs. Shoup was the wife of Oliver H. Shoup, who was Governor of Colorado when the question of the ratification of the Federal Suffrage Amendment came before the State. He called a special session of the Colorado Legislature to hasten ratification. Both he and Mrs. Shoup were always strong advocates of Equal Rights.

Studies Strange Penal Colony

BLAIR NILES, an active member of the Woman's Party during the suffrage campaign, and now on the Advisory Committee of the New York State Branch, has recently written four articles for the New York *Times* on her study of the notorious penal colony in French Guiana, which have aroused wide interest.

Mrs. Niles kept house for several months in the prison colony and thus had an opportunity to come in contact with its inmates and make a close study of the colony. She and her husband were allowed to visit Devil's Island, that solitary prison island around which run currents so swift and dangerous that boats can seldom make a landing, and went out of the country by way of one of the river trails through which convicts occasionally make their escape.

Mrs. Niles has made a special study of Latin American countries, and is the author of "Casual Wanderings in Ecuador," "Colombia, the Land of Miracles," and "Black Haiti." She is secretary of the Society of women Geographers.

CORRECTION

THE name of the St. Joan's Social and Political Alliance and the Open Door Council were erroneously included in the list of organizations from which Dorothy E. Evans brought credentials or messages to the convention of the National Woman's Party in the July 16 issue of EQUAL RIGHTS.

SUBSCRIBE FOR
EQUAL RIGHTS
$2.00 a Year
19 West Chase Street
Baltimore, Md.

DAY PRINTING COMPANY
Printers
LIGHT AND LOMBARD STREETS
Entrance on Balderston Street
BALTIMORE